

R O Y A L C A N A D I A N N A V Y

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RCN

Careers

FOR UNIVERSITY GRADUATES AND UNDERGRADUATES



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TO UNIVERSITY GRADUATES AND UNDERGRADUATES

The Royal Canadian Navy, in the orderly development of its officer corps, offers career opportunities to university graduates and undergraduates. For graduates, this brochure provides the information required to consider a course of action which may lead to a permanent commission as a career naval officer. For undergraduates who may wish to become naval officer cadets while attending a university and subsequently on graduation become career naval officers, this brochure gives in some detail the opportunities and financial benefits available.

The Navy, like any large Canadian institution, needs executives who have achieved the status of university graduates. This particular status is our guarantee, indeed Canada's guarantee, that the Navy is entrusted to men educated for the unique responsibilities associated with the career officer's profession. The naval officer, in the exercise of command, has a special trust, involving leadership and the very lives of his men, in modern naval ships at sea. The Navy is more than a job—it is a way of life with a tradition encompassing a few, perhaps often forgotten principles, such as loyalty, integrity and selfless dedication to one's country. A broad appreciation of human and conceptual values, and good judgment, are essential to today's naval officer. A university education provides a foundation for the development of these qualities.

After you have read this brochure, consider the aspects of the naval officer's profession which appeal to you most. Then arrange through your University Placement Officer to discuss your ideas with the Naval University Liaison Officer on your campus or directly with a Naval Recruiting Officer in your locality.

(P. D. Budge)
Rear-Admiral, RCN
Chief of Naval Personnel

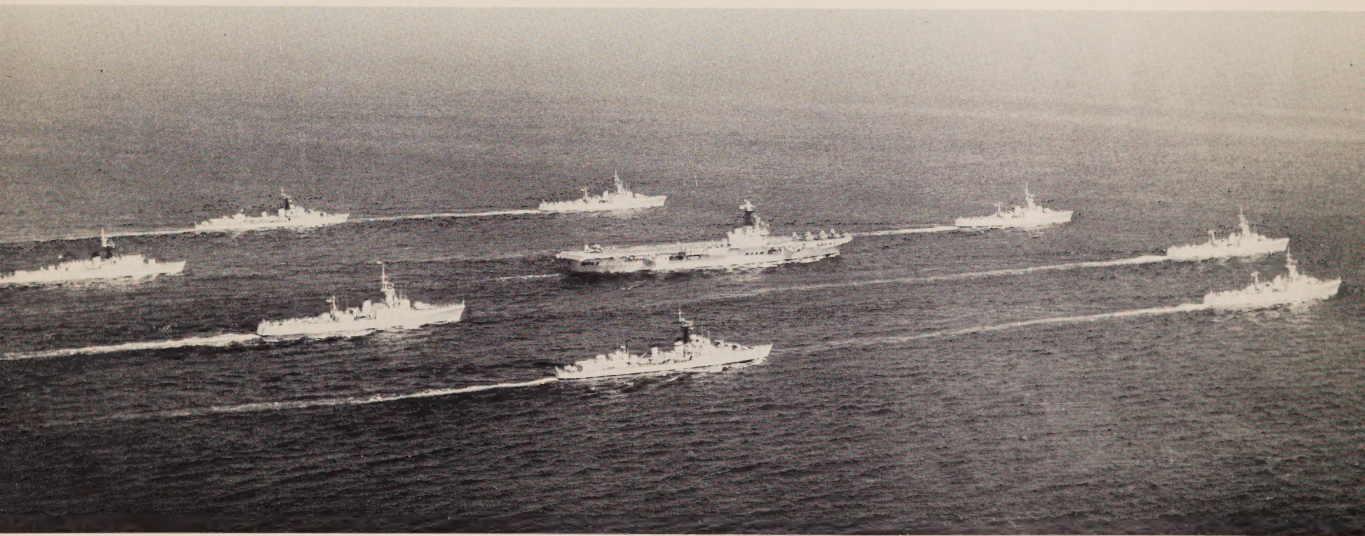


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*Carrières d'officier,
Quartier général de la Marine,
Ottawa 4 (Ontario).*

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The Royal Canadian Navy... The First Fifty Years



The Royal Canadian Navy was established by Act of Parliament on the 4th of May, 1910.

TWO WORLD WARS

1914–18. At the outbreak of hostilities in 1914, the RCN had two training cruisers, HMCS *Niobe* in the Atlantic and HMCS *Rainbow* in the Pacific. As the war progressed, the Canadian Navy came to play an increasing part in the all-important Atlantic convoy system. Altogether, 116 patrol vessels, trawlers and other craft were put into service. Approximately 10,000 Canadians served in the Navy in the First World War.

1939–45. In September 1939, the Navy had six destroyers and five mine-sweepers; its regular force personnel numbered less than 2,000 officers and men, and the reserves were approximately 900. During the next five years the Navy expanded to 392 ships and more than 95,000 personnel. Ships, officers and men served in the Atlantic Ocean, the Caribbean Sea, the Mediterranean, the Arctic, in the English Channel, in the North and Irish Seas, in the Pacific—wherever the war at sea was fought. In the North Atlantic alone the RCN assured the delivery to Britain, by ocean convoy, of more than 180 million tons of cargo vital not only to the prosecution of the war but also to the sustenance of the civil population.

KOREA

1950–53. Throughout the three years of hostilities in Korea, three destroyers of the Royal Canadian Navy served as a component of the United Nations fleet.

The Royal Canadian Navy Today

The existence of a strong navy is recognized as a national necessity. This need is accentuated by the modern submarine's threat to shipping at a time when the world's expanding population is creating an increasing demand for food and goods in quantities which can be moved only by sea. Land masses and population concentrations are also menaced by the submarine's unprecedented missile potential.

The Royal Canadian Navy is primarily an anti-submarine force. Its assigned role is to maintain sea communications and to defend Canada against attack from the sea; to contribute to the collective defence of the NATO area, and to contribute naval forces to the United Nations as required.

THE FLEET

The strength of Canada's Navy, in terms of warships, aircraft and personnel, is now at the highest level ever reached in peacetime. Fighting efficiency is maintained and enhanced in training exercises within the RCN and with other NATO and Commonwealth navies. Programs of research, development and planning provide for the future.

Operational units include an aircraft carrier, anti-submarine destroyer escorts, frigates, minesweepers, a submarine, mobile repair ships, and squadrons of anti-submarine aircraft. New destroyer escorts of Canadian design have anti-submarine weapons, and submarine detection equipment incorporating the latest developments in radar and sonar.

The RCN's principal operational bases are at Halifax, Nova Scotia, and at Esquimalt, near Victoria, B.C.

THE NAVAL AIR COMPONENT

In the air, the RCN has both helicopters and conventional twin-engine aircraft, with the ability to locate, track and destroy submarines.

Both types of aircraft fly from the aircraft carrier HMCS *Bonaventure*, and from the RCN Air Station at Dartmouth, Nova Scotia. Helicopters also operate from anti-submarine destroyer escorts. The RCN's operations in the air over the sea are conducted in close co-operation with the RCAF.

MANPOWER

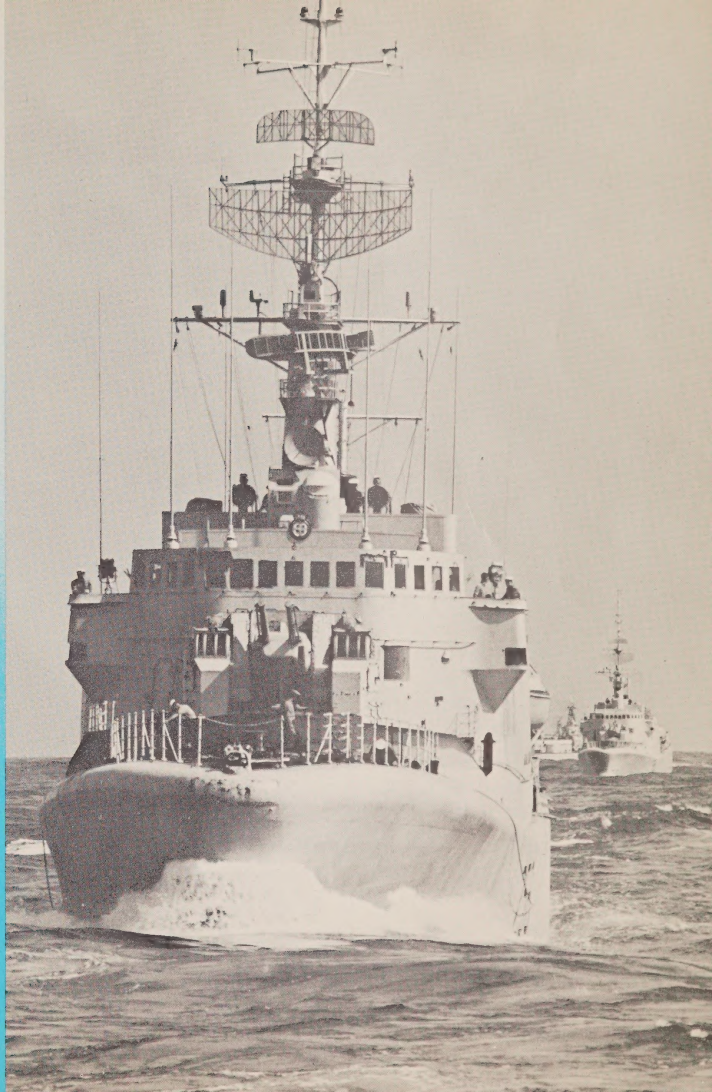
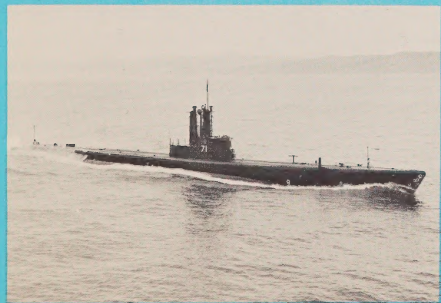
The strength of the RCN is more than 22,000 officers, men and wrens. The ratio of the number of personnel serving afloat to that serving ashore is the highest in Canadian peacetime naval history and is one of the highest among the world's navies.

Supporting the regular force are some four thousand officers and men of the RCN Reserve. They are civilians who, in addition to their regular employment, take part-time training at 21 Naval Reserve Divisions across Canada. The officer cadets in the University Naval Training Divisions (UNTD) at 31 Canadian universities are attached to the RCN Reserve.

ORGANIZATION

The RCN has three levels of command. At the top level is Naval Headquarters, at Ottawa, with its planning and technical directorates. The second level consists of two Operational Commands under the direction of Flag Officers, one at Halifax and the other at Esquimalt. At the third level, responsible to each Flag Officer, are operational units (ships, aircraft, submarines and training establishments) each with its own commanding officer, and support facilities (dockyards with repair elements and supply depots).

The RCN Reserve has two levels of command under Naval Headquarters. The first level is the Commanding Officer Naval Divisions, at Hamilton, Ontario, and at the next level are the 21 Naval Divisions across Canada. The University Naval Training Divisions are attached to the Reserve Divisions for administrative purposes.





The Officer

The officer corps of the Royal Canadian Navy consists of officers in three categories:

- (1) The General List
- (2) The Special List
- (3) The Limited Duty List

(1) THE GENERAL LIST

The General List officer's training and education cover a wide area of naval practice and science. His function is management: to lead and command, operate and control, administer and plan, at various levels of responsibility. His career is varied and he may serve in ships, submarines, aircraft, training establishments and schools, logistic centres and dockyards, and on the staffs of squadron commanders and admirals. *Approximately 70 per cent of the officers in the RCN are General List officers.*

Most career General List officers are naval graduates of the tri-service Regular Officer Training Plan (ROTP). Under the terms of this plan, undergraduates with the rank, pay and allowances of naval officer cadet attend either Canadian universities or the Canadian Services Colleges, in courses leading to baccalaureate degrees.

High school graduates about to enter university and university undergraduates in any academic year are enrolled as naval ROTP cadets. *University undergraduates, including UNTD cadets, who are enrolled as naval ROTP officer cadets remain at the same university to complete their baccalaureate degrees.* Naval officer cadets of the ROTP are commissioned at university graduation as General List officers.

Corps of the RCN

University graduates who have not been ROTP cadets while at university are enrolled directly and commissioned as General List officers.

Some General List officers are selected to attend graduate courses leading to Masters' degrees, after promotion to the rank of Lieutenant.

Pages 15 to 19 contain a resumé of the General List officer's training and career. Pages 20 to 23 describe for university undergraduates the entry qualifications and application procedures for naval ROTP cadetships. Page 25 deals with entry into the General List for university graduates without naval ROTP training.

(2) THE SPECIAL LIST

Officers on the Special List are university graduates who have specific professional qualifications required by the Navy. *They are not enrolled as naval officer cadets under the terms of the Regular Officer Training Plan*, but are enrolled directly as commissioned officers after they have obtained qualifications that include a university degree. Their university education is not subsidized. An exception is the medical officer for whom there is a plan of student and intern subsidization (outlined on Pages 26 and 27) as well as provision for direct entry after qualifications have been obtained.

The Special List officers include chaplains, medical officers, teachers, civil engineers, public information officers, psychologists, lawyers, meteorologists, nursing officers, medical technicians and personnel selection officers.

Procedures to be followed by university graduates wishing to enter the Special List are outlined on Page 25. UNTD cadets may be transferred to the Regular Force as Special List officers after graduation.

(3) THE LIMITED DUTY LIST

The Limited Duty List includes officers promoted from the ranks of non-commissioned personnel who are not entered on the General or the Special Lists. These officers, who were originally enrolled as seamen, were selected for promotion to commissioned rank after some years of service. They are employed in appointments associated with their naval trades and experience.



Naval Officer Cadets at University...

ROTP and UNTD

There are two categories of naval officer cadets attending Canadian universities. They are (1) the naval ROTP (Regular Officer Training Plan) officer cadets, enrolled in the Regular Force of the Royal Canadian Navy, and (2) the naval UNTD (University Naval Training Division) cadets, enrolled in the Reserve Force of the Royal Canadian Navy.

The ROTP naval officer cadet has selected the Navy as a career. His tuition fees are paid by the Navy, he is given an allowance for his books, and his uniform is provided. He is paid \$63 a month, 12 months a year, and \$65 a month for room and board during the academic year. During undergraduate summers he is trained in naval ships and shore establishments. On graduation he is commissioned as a Sub-Lieutenant and embarks on a full-time career as a General List officer. Naval ROTP cadets are enrolled from university undergraduates who are already attending university and from high school graduates who apply before entering university. University undergraduates may be enrolled as naval ROTP cadets at any time during any academic year of their baccalaureate courses. Pages 20 to 23 describe the qualifications for entry and how to apply for a naval ROTP cadetship.

The UNTD officer cadet is enrolled in the RCN Reserve as a cadet in a University Naval Training

Division (UNTD). The aim of the UNTD is to select and train university students for commissioned rank in the naval reserve.

The UNTD cadet is not fully subsidized by the Navy. He receives half a day's pay for each weekly evening training period during the academic year. During the summer training periods, which may last from 17 to 22 weeks, he is paid \$225 a month plus room and board. His uniform is provided. On successful completion of three winter and two summer periods of training, UNTD cadets may be promoted to the rank of Acting Sub-Lieutenant or Sub-Lieutenant in the RCN Reserve.

On graduation from university, UNTD cadets assume an undertaking to serve as officers in the Royal Canadian Navy Reserve on a part time basis if they reside in an area adjacent to a naval reserve division.

A UNTD officer cadet, at any stage of his university baccalaureate course, may apply for transfer to the ROTP, or after graduation he may apply for transfer as an officer to the regular force.

University undergraduates are enrolled in the UNTD only during the first month of the academic year. The qualifications for entry and application procedures for UNTD cadetships are contained on page 24.



The Naval Officer's Profession

The naval officer is a member of a profession with a tradition of the highest order. Like his contemporaries in industry today, he employs the latest developments of science and technology, but at the same time he enjoys the comradeship and adventure unique to the sea.

The naval officer's career is more than a job: it is a way of life motivated by a sense of service. The navy is dedicated to Canada's security and the preservation of peace; this task calls for dedicated officers who possess high standards of loyalty and conduct.

The naval officer, like all managers of men and materials, is concerned with both human and technical values. As he is promoted and his responsibilities increase, his conceptual skills gain importance. A job-rotation system broadens and consolidates his experience. Further opportunities for personal development are provided through formal executive and technical training courses. The naval officer is a well educated leader, trained to exercise good judgment in the vital responsibility of command.

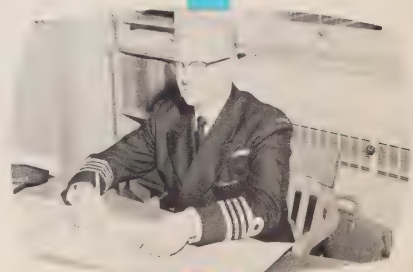
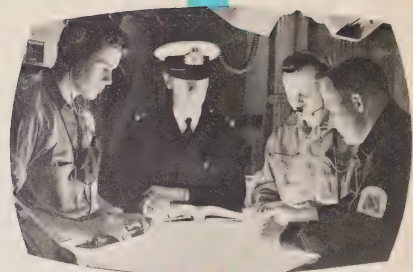
The young man who embarks on a career as a naval officer has an outstanding opportunity to develop and exercise his capabilities. The threat of the modern submarine, the increasing importance of seapower and the well-defined role of the Royal Canadian Navy underline the significance of his profession.

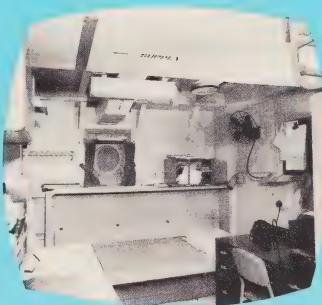
WORKING CONDITIONS – AFLOAT AND ASHORE

During sea appointments the naval officer lives close to the elements. The working spaces in ships are designed for efficiency and the living quarters are compact and comfortable. The latest ships are air-conditioned. An officer's social activities are centred in the wardroom, his seagoing home away from home, where an atmosphere of relaxation and informality prevails. On cruises to foreign ports, there are opportunities to see many countries and to meet their peoples, frequently in circumstances of generous hospitality.

In shore appointments, conditions are in general similar to those found in equivalent executive positions in business, industry, government and education.

Both ashore and in sea appointments, officers are encouraged to participate in sports and recreational activities, for which the navy provides facilities and equipment.





HOME LIFE

Changes in appointment occur on the average every two to four years, but contrary to a common misunderstanding, appointments to sea-going ships do not deprive the naval officer of a normal home life. A ship is in her home port approximately one-half of the time. The duration of cruises varies from a few days to three months and at other times a ship is in home port for storing, repairs or refit. When in home port, the naval officer is in his ship during working hours; outside these periods, although on call at any time, he is free to enjoy a normal home life with his family and to participate in community activities. When appointments ashore are taken into consideration, the naval officer's time with his family compares favourably with that of men in many other professions.

COMPARISON WITH OTHER PROFESSIONS

While unique in several respects, the naval officer's profession has much in common with those of executives in business, industry and government and to some extent is comparable to that of an officer in the other Armed Forces or the Merchant Service.

The senior naval officer is concerned with over-all policy governing the best use and employment of men and materials, of ships, aircraft and submarines at sea, and support facilities ashore. He has held positions of increasing authority and responsibility in the course of his career. He has been an ambassador for Canada when in command of a ship visiting a foreign port. After retirement with a pension, at no more than 55 years of age, he is often found in positions of responsibility in business, industry or government.

| PAY AND ALLOWANCES | SINGLE | MARRIED |
|-----------------------------|---------------------------------------|---------------------------------------|
| | TOTAL ANNUAL PAY AND ALLOWANCES | TOTAL ANNUAL PAY AND ALLOWANCES |
| Acting Sub-Lieutenant _____ | \$ 3,600 | \$ 4,800 |
| Sub-Lieutenant _____ | 4,932 | 5,832 |
| Lieutenant _____ | 5,856 | 6,696 |
| Lieutenant-Commander _____ | 7,476 | 8,220 |
| Commander _____ | 9,180 | 9,948 |
| Captain _____ | 11,376 | 12,168 |
| Commodore _____ | 15,204 | 16,008 |
| Rear-Admiral _____ | 17,160 | 18,000 |

Increments of \$180 to \$420 a year are paid after the third, sixth and ninth year of service in any one of most ranks.

Additional allowances are paid for special duties: aircrew allowance (\$900 to \$1,800 a year); submarine allowance (\$360 to \$1,380 a year); and responsibility allowance for being in command or second in command at sea (\$180 to \$1,080 a year).

PENSION

Lieutenants and Lieutenant-Commanders on the General List retire at the age of 45, Commanders at 50, and more senior officers at the age of 55.

A pension plan, on a contributory basis (6 per cent of pay and allowances) provides security on retirement. The

amount of the pension depends on the length of service and on the highest rate of pay and allowances received during any six years of service.

A retired naval officer receives an annuity for life equal to 2% of his annual pay and allowances averaged over any six consecutive years of service selected by him, multiplied by the number of years of his service to a maximum of 35 years. For example, a married Captain, with 35 years' service and no more than six years in that rank would receive an annual pension of approximately \$8,500.00.

Other benefits include free medical care, dental care, hospitalization, thirty days' annual leave with pay plus time to travel for those who are serving at a distance from their homes.

ROTP UNIVERSITY GRAD

GENERAL LIST

PRE FLEET COURSE

27 WEEKS SUBJECTS

| | |
|---------------------|-----------------|
| Electronics | AT |
| Eng/Power | HMCS STADACONA |
| Operations | HALIFAX N.S. |
| Weapons | |
| Tactical Procedures | |
| Naval Knowledge | AT |
| Communications | HMCS CORNWALLIS |
| | DIGBY N.S. |
| Administration | AT |
| and Supply | HMCS HOCHELAGA |
| | MONTREAL P.Q. |

FIRST SEA PHASE

2 YEARS

ON THE JOB
TRAINING IN
Operations
Weapons
Engineering
Supply
On completion,
Sub-lieutenants
qualify for
promotion
to Lieutenants

SECOND SEA PHASE

2 YEARS

As assistant department
head in not more than
two departments
Operations
Weapons
Engineering
or department head
of Supply

RESTRICTED DUTY

SPECIALIZING IN
Engineering
(Marine, Electrical)
Administration (Supply)
(Logistics)

Graduate
courses
leading to
Master's
Degree

CANADA
U.S.A.
UNITED
KINGDOM

GENERAL DUTY

COURSES

9 MONTHS

Staff work
Administration
Leadership
Tactics, etc.

EMPLOYMENT
ASHORE and
additional training
before entering
third sea phase.

THIRD SEA PHASE

May command small ship,
be executive officer, or
head of a department in
a Destroyer Escort,
or member of
a squadron staff.

The General List Naval Officer

The General List is composed of 70 per cent of the RCN's officer corps and is sub-divided into two sections: the *General Duty Section* and the *Restricted Duty Section*. All General List officers start their careers in the General Duty Section and remain there unless selected for the Restricted Duty Section.

Immediately after university graduation, broad employment and training are given to all General List officers to provide for flexibility in employment throughout their careers.

Selection for the Restricted Duty Section of the General List takes place approximately four to five years after graduation. The officers selected take post-graduate studies and specialize in one of several fields. Most General Duty officers are not selected for the Restricted Duty Section; they specialize to a lesser degree and become eligible for command at sea. The Navy makes the best possible use of its General List officers by providing opportunities for both limited specialization (General Duty officers) and intensive specialization (Restricted Duty officers).

PREPARATION

A university education is the basic preparation for the General List officer's career. The purpose of this education, whether it be in Science, Arts, or Engineering, is the development of conceptual skills, human understanding and the abilities to communicate and to make sound judgments based on appreciations of facts.

Most young men embarking upon the General List officer's career do so by obtaining their university degrees as naval officer cadets under the terms of the tri-service Regular Officer Training Plan (ROTP).

Undergraduates in any year of a university course may be enrolled as naval ROTP officer cadets and remain at the same university to complete their degree programmes. Other naval ROTP officer cadets are enrolled as

high school graduates with senior or junior matriculation standing, to attend a Canadian Services College or a university. Pages 20 to 23 contain the financial benefits, qualifications for entry and application procedures for naval ROTP cadetships.

A naval ROTP cadet at university wears a naval officer's uniform during summer training, for training periods one night a week during the academic year, and on special occasions.

Professional training during undergraduate summers is an introduction to naval life. During the first two summers, naval cadets, from both the universities and the Services Colleges, go to sea in frigates of the Cadet Training Squadron in the Pacific Command. The subjects studied are: navigation, communications, operations, naval knowledge, weapons, engineering/power, logistics and aviation.

In the third summer, naval officer cadets are called cadet midshipmen and enjoy more privileges. Prospective surface and submarine officers embark on operational destroyer escorts to continue their study of navigation, weapons and engineering; future naval aviation officers are given indoctrination and flying training at the RCN Air Station, Dartmouth, Nova Scotia, and the RCAF Station, Centralia, Ontario.

Each summer period includes 30 days' leave with pay.

On graduation from a university and on completion of three summers of undergraduate naval training, a naval ROTP officer cadet is granted the Queen's Commission and is promoted to the rank of Sub-Lieutenant. He then serves on a career basis, but release may be requested after three years' service and such requests are granted except in times of national emergency.

University graduates without naval ROTP training may be enrolled directly and commissioned as General List officers. They are given a six-month basic training course in professional naval subjects. Details of this method of entry are on page 25.

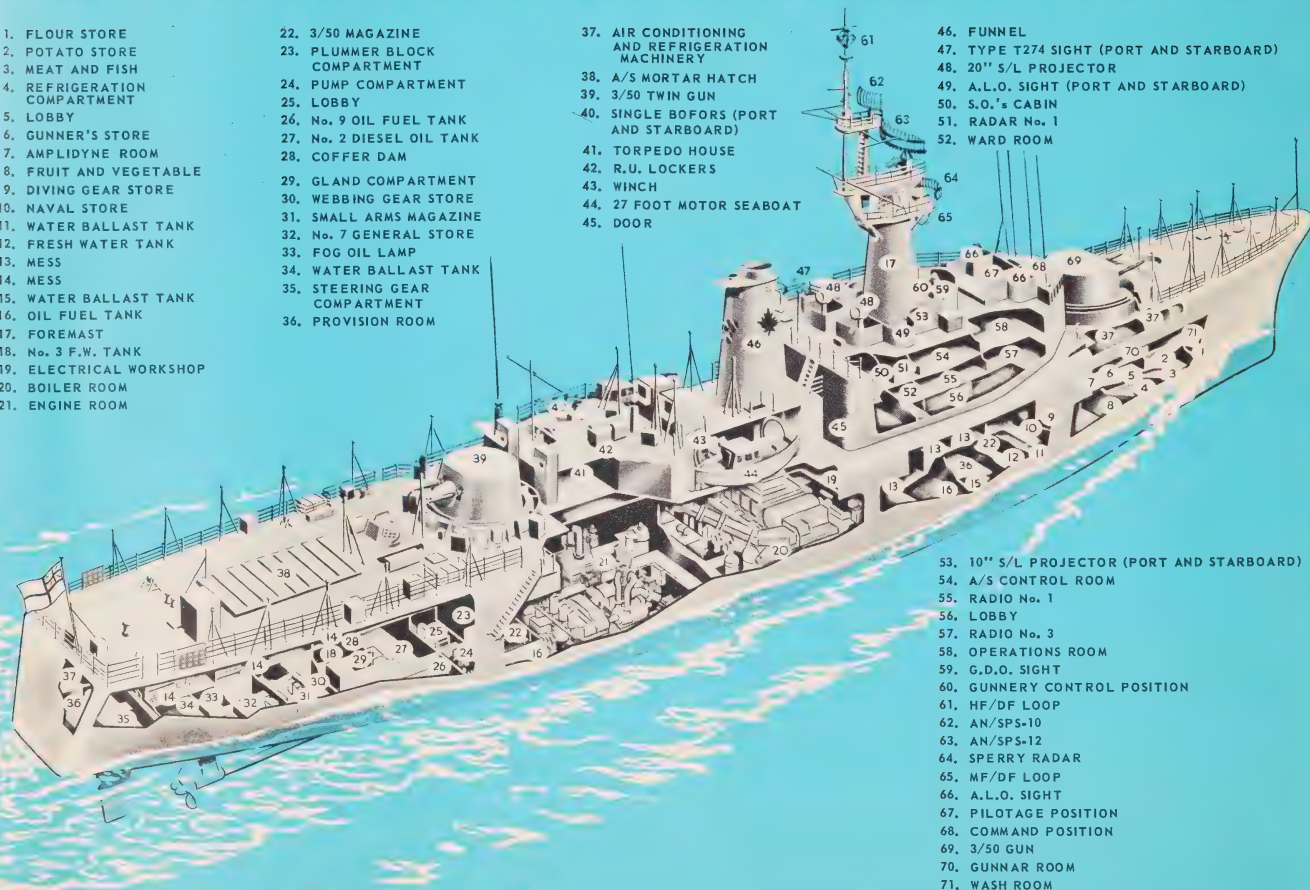
SECTIONAL VIEW OF A DESTROYER ESCORT (St. Laurent Class)

1. FLOUR STORE
2. POTATO STORE
3. MEAT AND FISH
4. REFRIGERATION COMPARTMENT
5. LOBBY
6. GUNNER'S STORE
7. AMPLIDYNE ROOM
8. FRUIT AND VEGETABLE
9. DIVING GEAR STORE
10. NAVAL STORE
11. WATER BALLAST TANK
12. FRESH WATER TANK
13. MESS
14. MESS
15. WATER BALLAST TANK
16. OIL FUEL TANK
17. FOREMAST
18. No. 3 F.W. TANK
19. ELECTRICAL WORKSHOP
20. BOILER ROOM
21. ENGINE ROOM

22. 3/50 MAGAZINE
23. PLUMBER BLOCK COMPARTMENT
24. PUMP COMPARTMENT
25. LOBBY
26. No. 9 OIL FUEL TANK
27. No. 2 DIESEL OIL TANK
28. COFFER DAM
29. GLAND COMPARTMENT
30. WEBBING GEAR STORE
31. SMALL ARMS MAGAZINE
32. No. 7 GENERAL STORE
33. FOG OIL LAMP
34. WATER BALLAST TANK
35. STEERING GEAR COMPARTMENT
36. PROVISION ROOM

37. AIR CONDITIONING AND REFRIGERATION MACHINERY
38. A/S MORTAR HATCH
39. 3/50 TWIN GUN
40. SINGLE BOFORS (PORT AND STARBOARD)
41. TORPEDO HOUSE
42. R.U. LOCKERS
43. WINCH
44. 27 FOOT MOTOR SEABOAT
45. DOOR

46. FUNNEL
47. TYPE T274 SIGHT (PORT AND STARBOARD)
48. 20" S/L PROJECTOR
49. A.L.O. SIGHT (PORT AND STARBOARD)
50. S.O.'s CABIN
51. RADAR No. 1
52. WARD ROOM



53. 10" S/L PROJECTOR (PORT AND STARBOARD)
54. A/S CONTROL ROOM
55. RADIO No. 1
56. LOBBY
57. RADIO No. 3
58. OPERATIONS ROOM
59. G.D.O. SIGHT
60. GUNNERY CONTROL POSITION
61. HF/DF LOOP
62. AN/SPS-10
63. AN/SPS-12
64. SPERRY RADAR
65. MF/DF LOOP
66. A.L.O. SIGHT
67. PILOTAGE POSITION
68. COMMAND POSITION
69. 3/50 GUN
70. GUNNAR ROOM
71. WASH ROOM

EMPLOYMENT, TRAINING AND ADVANCEMENT

Following his university education and his basic professional training, the General List officer in the rank of Sub-Lieutenant begins a broad, three-phase programme of employment and training. All junior officers, whether they are serving in the surface, submarine or naval aviation fields, will be given a six-month Pre-Fleet course and at least a year's on-the-job training in destroyer escorts.

GENERAL DUTY OFFICER (SURFACE)

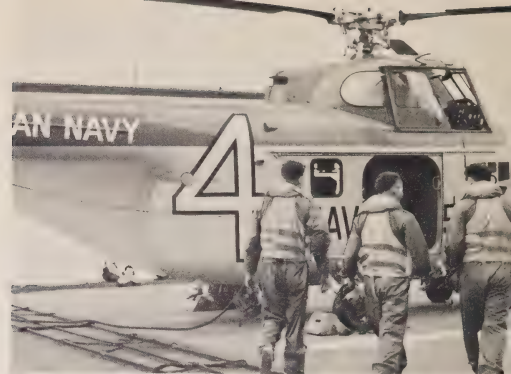
Newly graduated Sub-Lieutenants in the surface field take the six-month Pre-Fleet course which broadens the experience gained during ROTP undergraduate summer training periods. The subjects studied include electronics, administration /supply, tactics, weapons, damage control, and defence against nuclear, bacteriological and chemical warfare. They then proceed to the First Sea Phase, a period of two years in a destroyer escort, for on-the-job training in the operations, weapons, engineering and supply departments. During this time officers are attached, for varying periods of time, to each of the main departments in the destroyer escort in which they are serving. They are expected to obtain an upper-deck watchkeeping certificate and to attain a certain degree of engine room watchkeeping proficiency.

Surface Sub-Lieutenants qualify for promotion to Lieutenant by completing successfully the First Sea Phase.

In the Second Sea Phase, which is another period of two years, surface Lieutenants occupy no more than two of the following positions in destroyer escorts: Assistant Operations Officer, Assistant Weapons Officer, Assistant Engineer Officer, or Supply Officer. In the engineering position, officers will have the opportunity of obtaining certificates of competency to qualify them for subsequent employment as ships' Engineer Officers.

GENERAL DUTY OFFICER (SUBMARINE)

The newly-graduated Sub-Lieutenant who elects to serve in submarines completes the six-month Pre-Fleet Course and a one year First Sea Phase in a destroyer escort. He is then given a basic submarine course and completes six months' service in submarines which qualify him for promotion to the rank of Lieutenant.





GENERAL DUTY OFFICER (AVIATION)

After graduation from a university, Sub-Lieutenants in naval aviation continue flying training for 67 weeks and are then appointed, for the First Flying Tour, to naval air squadrons, either ashore or in the aircraft carrier, as fixed-wing or helicopter pilots.

In helicopters, they may become captains of aircraft. They qualify for promotion to Lieutenant by gaining the Aviation Certificate of Competency. On completion of the first flying tour, Lieutenants take the six-month Pre-Fleet Course and a one-year First Sea Phase. They then proceed to a Second Flying Tour during which they may become captains of fixed-wing aircraft.

PROMOTION TO LIEUTENANT

The time spent in the rank of Sub-Lieutenant prior to promotion to Lieutenant varies from 16 to 48 months, depending on the duration of each individual's university course, his final year's academic standing, and his demonstrated ability in employment and training.

GENERAL LIST OFFICER (RESTRICTED DUTY)

At the end of the Second Sea Phase, or approximately four to five years after university graduation, a few General List Lieutenants are transferred to the Restricted Duty Section of the General List. These officers, who have particular aptitudes and interest in certain technical or administrative fields, are selected to attend graduate courses in Canada, the United States or the United Kingdom, up to and even beyond the Master's degree level. During the remainder of their careers they are employed exclusively as specialists in fields such as engineering (marine, electrical, weapons, nuclear, aeronautical, ship design and construction) and administration (supply and logistics). Restricted Duty Officers are eligible for promotion to the senior ranks, although not eligible for appointments to command sea-going ships. Their employment is mainly ashore within their respective specialities.

GENERAL LIST OFFICER (GENERAL DUTY)

Most General List Lieutenants remain in the General Duty section of the General List. After the Second Sea Phase, they spend nine months attending courses dealing with staff work, administration, leadership, tactics and other professional subjects. This is followed by employment ashore and any additional training required for their employment in the Third Sea Phase. A "surface officer" in

his Third Sea Phase may command a small ship, be the executive officer or the head of a department in a destroyer escort, or a member of a squadron staff. A "submarine officer" may be appointed as the executive officer of a submarine. Selection will then be made for training and employment leading to qualification as commanding officer of a submarine. An "aviation officer" may proceed to responsible appointments in aviation or in ships.

PROMOTION TO LIEUTENANT-COMMANDER

Promotion to Lieutenant-Commander is by selection and may occur as early as seven years after graduation from a university. This promotion marks entry into a phase of an officer's career which is preparatory to employment in middle and top management or command positions.

PROMOTION TO COMMANDER AND ABOVE

Promotion to Commander and above is also by selection. A General Duty officer with the rank of Commander may be in command of a destroyer escort or in senior staff and training positions. More senior appointments, such as command of a squadron of ships, a task force or a major shore establishment, are held by Captain and Commodore. The most senior staff appointments are held by Commodores and Read-Admirals. The Flag Officers, who have over-all command of naval units afloat and ashore on each of Canada's coasts, are in the rank of Rear-Admiral. The Chief of Naval Staff at Naval Headquarters is a Vice-Admiral.

SUMMARY

The salient features of the General List naval officer's career plan are:

- (a) *in the ranks of Officer Cadet and Sub-Lieutenant*, broad training common to all, and a university education to the baccalaureate degree level;
- (b) *in the ranks of Lieutenant, Lieutenant-Commander and Commander*, training and employment with limited specialization for General Duty officers and a high degree of specialization for Restricted Duty officers;
- (c) *In the ranks of Captain and above*, varied employment consistent with each officer's capabilities and background.



How to Become a Career Naval Officer While Attending University... The ROTP

Naval officer cadets attending a university under the terms of the tri-service Regular Officer Training Plan (ROTP) are preparing for careers as General List naval officers. Some are enrolled while they are attending university as undergraduates and others are enrolled on graduation from high school before entering university.

SUBSIDIZATION

All tuition and other obligatory university fees and an annual allowance of \$75.00 for books and instruments are paid by the Naval Service.

For undergraduates enrolled during the academic year, tuition and other obligatory university fees are paid on their behalf retroactive to the beginning of that academic year.

Uniforms are supplied by the service, and medical and dental care are provided. Annual leave for 30 days, plus travelling time, is granted with pay and a living allowance.

PAY AND LIVING ALLOWANCE

Naval ROTP officer cadets are paid \$63.00 a month, 12 months a year, and \$65.00 a month living allowances during

the academic year. During summer training, quarters and rations (board and room) are provided by the Navy.

Undergraduates enrolled during the academic year receive pay and allowances retroactive to the date of their application for enrolment.

ADMISSION REQUIREMENTS

Applicants for naval ROTP cadetships must meet the following requirements:

CITIZENSHIP: They must be Canadian citizens, or British subjects resident in Canada with the status of landed immigrant.

MARITAL STATUS: They must be single, and remain so until they graduate from university.

MEDICAL: They must be in good physical condition without bodily defects. The minimum standard of unaided distant vision is 20/40 in one eye correctable to 20/20 both eyes together. Reading glasses are acceptable and colour perception must be normal.

AGE: They must graduate before they are 25 years old.

ACADEMIC: Normally a naval ROTP cadet at university must include at least *two courses in each of*



calculus and physics in his course pattern. However, undergraduates in the senior years of the Arts, Science, Education or Commerce faculties whose course patterns do not include all these required courses may apply for naval ROTP cadetships.

Naval ROTP officer cadets are required to maintain satisfactory academic progress throughout their university courses.

NAVAL TRAINING

The professional naval training programme for naval ROTP cadets consists of three undergraduate summer training periods and one evening a week during each academic year.

Evening training periods during the academic year are carried out at the local Naval Division or at the university. The syllabus includes general naval organization, seamanship, navigation, communications, leadership and strategy.

The summer training is done at sea and at the RCN's principal shore bases, for periods of 10 to 12 weeks a year. The syllabus includes practical and theoretical instruction in navigation, communications, operations, weapons, naval knowledge, engineering/power and aviation.

The sea-going portion of summer training is given in ships of the fleet and involves cruises of from five to eight weeks duration. In recent years these cruises have taken naval officer cadets to such places as San Francisco, Bermuda, Greenland, Balboa, San Diego, Pearl Harbour and Yokohama.





Naval officer cadets must make satisfactory progress in professional training as well as in their university courses.

PERIOD OF ENGAGEMENT

There is no "limited period" engagement for officers enrolled under the terms of the Regular Officer Training Plan (ROTP). It is assumed that they will serve on a career basis. However, an officer may request his release three years after he has obtained his university degree. This request will be granted unless a national emergency exists at that time.

GRADUATES OF CLASSICAL COLLEGES

The Navy recognizes that the traditional pattern for the education of professional men in the province of Quebec includes first, the successful completion of the classical

course, followed by courses in universities leading to degrees in faculties such as Law, Medicine, Engineering or Science.

Graduates of classical colleges are enrolled as naval ROTP cadets in the first year at Collège Militaire Royal de Saint-Jean, or in the first year in the Engineering or Science faculties in Laval, l'Université de Montréal, or l'Université de Sherbrooke.

Since these courses are given in the universities of the Province of Quebec, the difficulties which graduates of classical colleges may encounter in adapting themselves to the curricula in universities outside the province of Quebec are reduced considerably.

INFORMATION AND APPLICATIONS

Undergraduates who wish to obtain more information or who wish to apply for naval ROTP cadetships should visit

the local Naval Recruiting Officer or the Placement Officer at their university who will arrange interviews with the Naval University Liaison Officer when he visits the campus. Information may also be obtained by writing to:

Officer Careers,
Naval Headquarters,
Ottawa 4, Ontario.

APPLICATIONS

The application process includes:

- (a) the completion of application forms at the naval recruiting office,
- (b) a physical examination,
- (c) the writing of aptitude tests, and
- (d) a personal interview.

It is emphasized that an undergraduate who requests information or who submits an application and completes the application process is not placing himself under any obligation whatsoever.



How to Become a Reserve Naval Officer While Attending University... The UNTD

UNTD cadets are naval reserve officer cadets in the University Naval Training Divisions which have been established to train male university undergraduates for commissioned rank in the Royal Canadian Naval Reserve.

To qualify for promotion to commissioned rank in the naval reserve, UNTD officer cadets take naval training one evening a week during three academic years and full-time naval training during at least two summer vacations.

NAVAL TRAINING

The training of a UNTD cadet consists of two summer training periods (17 weeks minimum) in ships and establishments of the Royal Canadian Navy and three winters of training at the university, one evening a week. The summer training often includes cruises to foreign ports.

Training during the first and second years provides a general course. Advanced training during the third summer is optional, with an opportunity to specialize.

BENEFITS

Uniforms are provided, as well as medical care and travelling expenses for the summer training periods.

PAY AND ALLOWANCES

A UNTD cadet is paid \$225 a month, plus room and board, during each summer training period, which lasts at least 17 weeks. He receives one quarter day's pay for each hour's training session during the academic year up to a maximum of \$120 a year.

INFORMATION AND APPLICATIONS

Undergraduates who wish more information or who wish to apply for naval UNTD cadetships should visit the UNTD office on their

university campus. *Applications are to be submitted during the first month of the academic year.*

SELECTION

The Commanding Officer of the UNTD selects probationary UNTD cadets from undergraduates who apply during the first month of the university year.

Probationary UNTD cadets attend weekly training sessions and appear before a naval selection board in January. Successful candidates are promoted to the rank of Cadet, RCNR.

PROMOTION

Upon successful completion of three winter and two summer periods of training, UNTD officer cadets who have maintained satisfactory academic progress may be promoted to the rank of Acting Sub-Lieutenant or Sub-Lieutenant in the RCNR.

PERIOD OF ENGAGEMENT

When a UNTD cadet is commissioned as an officer in the RCNR, he assumes an honourable undertaking to serve on a part-time basis, usually one evening a week, in the Royal Canadian Naval Reserve for three years after graduation if he resides in an area adjacent to a Naval Reserve Division.

TRANSFER TO THE REGULAR FORCE

UNTD officer cadets are encouraged to consider applying for transfer to the RCN regular force under the terms of the Regular Officer Training Plan (ROTP). Application for transfer to the ROTP may be made by a UNTD officer cadet at any time.

How to Become a Career Naval Officer After Graduation From University

University graduates are eligible to apply for commissions as naval officers on the General List or the Special List.

THE GENERAL LIST

To be eligible for selection as an officer on the General List, a university graduate should have a bachelor's degree in Arts, Science, Applied Science, Engineering, Education or Commerce, with credits for at least Senior Matriculation Mathematics and Physics. He must be under the age of 26 on the date of application and he must meet the citizenship and medical requirements listed on page 20.

Most General List officers are enrolled as naval officer cadets under the terms of the Regular Officer Training Plan (ROTP).

University graduates are enrolled directly and commissioned as General List officers. University graduates are enrolled as Acting Sub-Lieutenants and are given a six-month basic training course. On successful completion of this course they are confirmed in the rank of Sub-Lieutenant, are paid as Sub-Lieutenants retroactive to the date of their enrolment, and enter the General List career stream.

University graduates who were UNTD Cadets are eligible to apply for transfer to the Regular Force as General List officers.

THE SPECIAL LIST

On the Special List are officers employed in special fields such as chaplains, medical officers, teachers, civil engineers, public information officers, meteorologists, psychologists, lawyers, nursing officers, medical technicians and personnel selection officers.

For medical officers, there is a plan of subsidization during the undergraduate years and the year of internship which is described on pages

26 and 27. There is also provision for the direct enrolment of qualified medical doctors.

Officers on the Special List, other than those enrolled for subsidization as medical students, obtain their professional qualifications at their own expense before enrolment.

University graduates who were UNTD Cadets are eligible to apply for transfer to the Regular Force as Special List Officers.

INFORMATION AND APPLICATIONS — GENERAL LIST AND SPECIAL LIST

University graduates who wish to obtain more information or to apply for enrolment as officers should consult a Naval Recruiting Officer, or the University Placement Officer. Information may also be obtained by writing to:



Medical Undergraduate 45-Month Subsidization Plan



A naval medical officer serves in the tri-service Canadian Armed Forces Medical Service and may be enrolled as a medical student or intern under the terms of the Canadian Forces Medical Undergraduate 45-Month Subsidization Plan.

Medical undergraduates are eligible for enrolment at any time during the last 3 years of the course at a school of medicine and the year of internship.

BENEFITS

The Medical Undergraduate 45-Month Subsidization Plan provides for:
payment of tuition fees and other subsidization during the last three years of the course in medicine and the year of internship;

\$128 a month for the first year of subsidization;

\$225 a month plus \$75 or \$150 in allowances depending on marital status, for the subsequent academic years and the year of internship;

\$75 a year for books and instruments;

uniform allowance;

30 days' leave each year, with pay;

free medical and dental care;

summer employment in the field of service medicine.

ADMISSION REQUIREMENTS

To be eligible for subsidization under the terms of the Canadian Forces Medical Service 45-Month Plan, medical students must meet the following requirements:

Citizenship: They must be Canadian citizens, or British subjects with the status of landed immigrants.

Age: They must have reached the age of 18 but not the age of 27.

Medical: They must be physically fit.

Marital Status: Married students are enrolled but are not eligible for the payment of the marriage allowance until they have reached their 23rd birthday, and have been promoted to the rank of Acting Surgeon Sub-Lieutenant at the beginning of their second year of subsidization.

Academic Status: They must be acceptable without condition in one of the three final years at a medical school or the year of internship.

ELIGIBILITY OF UNTD AND ROTP OFFICER CADETS

A reserve officer promoted from the UNTD or a UNTD Cadet may apply for transfer to the 45-Month Subsidization Plan. *A naval ROTP officer cadet is not eligible to transfer to this Plan.*

SERVICE, ADVANCEMENT AND PROMOTION

Medical students enrolled under the terms of the Medical Undergraduate 45-Month Subsidization Plan are enrolled as Surgeon Cadets in the Royal Canadian Navy. After successful completion of the first academic year as naval Surgeon Cadets, they are promoted to the rank of Acting Surgeon Sub-Lieutenant.

During the summers between academic years, training is given at the Canadian Forces Medical Service Training Centre at Camp Borden and other service establishments.

On graduation, and after registration with a Provincial College of Physicians and Surgeons, Acting Surgeon Sub-Lieutenants are promoted to the rank of Surgeon Lieutenant and are then required to serve for three years.

During this three year period of obligatory service, they are employed in medical duties corresponding generally to those common in general practice. Appointments are made to Naval, Army, Air Force or tri-service medical establishments.

After 18 months of service, a Surgeon Lieutenant may apply for transfer to the permanent force, or he may apply for release at the end of the three-year obligatory service and it will be granted unless a national emergency exists at the time.

POSTGRADUATE AND PROFESSIONAL TRAINING FOR THE CAREER MEDICAL OFFICER

The practice of medicine in the Service provides unusual opportunities for professional and personal development.

A planned programme of postgraduate training is available to the naval medical officer who chooses a career in the Canadian Forces Medical Service. In selecting the field of study, the officer's preference, the needs of the Service and other relevant factors are considered.

Postgraduate training may be done in Public Health, Industrial Medicine, Aviation Medicine, Hospital Administration and most of the clinical specialties leading to certification by the Royal College. Medical officers who are given training leading to Royal College certification normally become eligible for examination by completing ten years of service. This allows the medical officer to practice his specialty under advantageous circumstances, and to become qualified as a specialist early in his career. Certificated specialists desiring to advance to Fellowship level are encouraged to do so.

Every effort is made to have naval medical officers attend professional conventions and symposia and they are encouraged to join local medical societies and attend clinical and academic meetings.

INFORMATION AND APPLICATIONS

Medical students who wish to obtain more information or to submit applications should visit the local RCN Recruiting Officer

—or—

The University Placement Officer

—or—

write to: The Surgeon General,
National Defence Headquarters,
Ottawa 4, Ontario.

Where to Apply

You are invited to take one of the following steps:

UNIVERSITY GRADUATES:

Consult your University Placement Officer or a Naval Recruiting Officer.

UNIVERSITY UNDERGRADUATES:

Consult your University Placement Officer or a Naval Recruiting Officer.

OR WRITE TO:

Officer Careers,
Naval Headquarters,
Ottawa 4, Ontario.

UNDERGRADUATES INTERESTED IN THE NAVAL RESERVE:

Apply for enrolment in the UNTD during the first month of the academic year at the UNTD office on your campus.

Naval Recruiting Officers are located in the following cities:

Consult your telephone directory for address and telephone number.

Victoria
Vancouver
Edmonton
Calgary
Regina
Saskatoon
Winnipeg

Fort William
Windsor
London
Hamilton
Toronto
Ottawa
Kingston

North Bay
Montreal
Quebec City
Saint John, NB
Halifax
Charlottetown
St. John's, Nfld.

The information in this brochure is effective as at 1st June, 1962, and is subject to periodic changes in regulations.



